



## IDENTIFICATION

<b>Department</b>	<b>Position Title</b>	
Environment and Climate Change	Manager, Watershed Partnerships and Agreements	
<b>Position Number</b>	<b>Community</b>	<b>Division/Region</b>
23-13497	Yellowknife	Water Monitoring and Stewardship/HQ

## PURPOSE OF THE POSITION

The Manager, Watershed Partnerships and Agreements (Manager) leads the section that is responsible for the implementation of the Northwest Territories (NWT) Water Stewardship Strategy (Water Strategy) and the development and implementation of Transboundary Agreements with neighboring jurisdictions. This position develops and maintains partnerships and engages with Indigenous governments and organizations to devise and integrate innovative approaches to water stewardship in the NWT. The Manager is responsible to ensure that Government of the Northwest Territories (GNWT) watershed obligations are met and public interests and priorities are identified and addressed effectively. Considerable involvement of Indigenous governments and organizations is required to fully implement the Water Strategy and Transboundary Agreements.

## SCOPE

Located in Yellowknife and reporting to the Director, Water Monitoring and Stewardship (Director), the Manager, Watershed Partnerships and Agreements is a senior member of the Division and advises on water stewardship in the Northwest Territories (NWT) to senior management, Government of Northwest Territories (GNWT) departments and to the public.

Working collaboratively with multi-jurisdictional (territorial, provincial and federal) agencies as well as NWT water partners, the Manager facilitates the development of various programs and initiatives to promote water stewardship in the NWT. The Manager is the GNWT's lead on advancing the NWT Water Strategy and related water stewardship initiatives. Many of these initiatives have both territorial and inter-jurisdictional implications. The Manager is accountable for timely and effective analyses, decisions and actions to ensure GNWT political and legal obligations and partnership commitments are fulfilled, and public interests are advanced.



The Department of Environment and Climate Change (ECC) works to promote and support the sustainable use and development of natural resources and to protect, conserve and enhance the NWT environment for the social and economic benefit of all residents.

The Water Monitoring and Stewardship Division bears the primary roles and responsibilities related to water-related research and monitoring, providing advice to co-management partners, water quality and quantity data analysis and interpretation, and water stewardship and planning. The Division, in cooperation with Environment and Climate Change Canada (ECCC) and other federal and territorial departments, is responsible for collecting and interpreting information about water quantity and quality in the NWT. The Division works with its water partners on a collaborative approach to water stewardship and planning in the NWT, including transboundary water management agreements.

The Northwest Territories (NWT) is the ultimate downstream jurisdiction in the Mackenzie River Basin (MRB), understanding the hydrology and water movements in the basin and its upstream tributaries is critically important for understanding the availability and health of water in the NWT. The MRB drains an area that consists of a fifth of Canada's land mass and it is one of the largest river basins in the world. The flow of the Mackenzie River plays a significant role in regulating oceanic circulation and maintaining arctic climate systems. The MRB is subject to industrial activity which has the potential to influence water flow and quality and it is experiencing the brunt of climate change as one of the nation's northern watersheds. The Senior Hydrologist is responsible for coordinating and leading research and monitoring programs across the NWT to facilitate a better understanding of the regional hydrology. This includes understanding extreme conditions such as low and high water including flooding within the basin and potential linkages to a changing climate.

Water stewardship functions involve the ongoing implementation of the NWT Water Stewardship Strategy (Water Strategy) with many water partners. Some GNWT focus areas include transboundary water issues; monitoring, research and traditional knowledge initiatives to support water policy development and implementation; aquatic ecosystem indicators, as well as federal/provincial/territorial initiatives related to water resources management (such as the Mackenzie River Basin Board and Bilateral Water Management Agreements).

To accomplish these responsibilities, the position is involved in ongoing engagement with the public, Indigenous governments and organizations, multiple GNWT departments and the federal government, academic institutions, industry organizations, as well as other interested agencies. Additionally, the incumbent ensures a sound scientific research base is in place to support all decisions and directions taken under the Water Strategy, which includes Crown consultation and transboundary water management negotiations considerations.



The incumbent promotes and collaborates regarding a broad spectrum of GNWT mandates and interests related to watershed stewardship, such as: integrated watershed management; transboundary water management agreements; and other stewardship priorities. In order to ensure the NWT public awareness of water stewardship matters, the incumbent leads the development of public education and engagement plans, securing partnerships to do so resourcefully.

The position is guided by the Director, the Water Strategy, and other federal/ provincial/ territorial agreements. The Manager is expected to set priorities and develop work plans to implement transboundary agreements. However, the Manager is also required to establish work schedules for themselves and their staff.

The Manager oversees administration of partnership activities and associated finances and is responsible for the oversight of funds for Water Strategy and Transboundary Agreement implementation as well as any associated aquatic ecosystem research and monitoring programs.

## **RESPONSIBILITIES**

### **1. Provides vision, leadership and expert technical advice related to water stewardship.**

- Ensures all water stewardship initiatives effectively consider GNWT interest in integrated watershed management.
- Provides specialized technical expertise to GNWT and partnership committees, Directorate, departmental divisions, special project teams such as the transboundary water management negotiating team, as well as divisional personnel to advance strategic and operational planning and priorities in matters related to water stewardship.
- Represents GNWT interests on regional, NWT, and national committees related to water stewardship.
- Ensures that water stewardship matters are addressed in the GNWT knowledge agenda and related initiatives with full consideration of traditional knowledge.

### **2. Implements the Water Strategy through the design and delivery of effective policies, programs and projects.**

- Develops and refines a cohesive long-term vision and mandate, and creates short-term operational goals and objectives, to ensure an integrative approach to GNWT water stewardship partnerships.
- Develops innovative projects which increase community capacity to understand and address the environmental impacts of industrial, community development, climate



change and the consideration of these impacts in a cumulative effects and integrated watershed management context.

- Conducts environmental scans and develops innovative water stewardship partnership programs, including governance and outreach models that build regional capacity.
- Initiates, maintains, or contributes to research, monitoring and outreach programs; ensuring all programs take into account factors such as regional priorities, current initiatives, and traditional and local knowledge that will increase understanding of how NWT ecosystems are impacted by industrial and community development, climate change and the consideration of these impacts in a cumulative effects and integrated watershed management context.
- Ensures program development and implementation incorporates the primary needs of communities in matters related to research and monitoring.

**3. Builds community and science partnerships and collaborations to support the implementation of the Water Strategy.**

- Identifies communication and consultation needs and approaches related to water stewardship initiatives.
- Develops and implements public relations and capacity-building initiatives by meeting with various public and private sector groups and providing presentations to inform and promote water research activities and opportunities.
- Complies water-related reports for distribution to internal and external stakeholders and media.
- Works with, advises and supports external and internal researchers and projects including collections of science and traditional knowledge information.

**4. Provides strategic advice and provides a lead technical role in the negotiation and implementation of complex, multi-dimensional, multilateral agreements including bilateral transboundary water management agreements between the NWT and upstream jurisdictions.**

- Leads teams to identify water stewardship issues that must be addressed through transboundary negotiations, ensuring effective agreements that uphold principles and objectives in strategic initiatives.
- Analyzes, evaluates and recommends GNWT positions on water stewardship issues of relevance to transboundary agreements.
- Recommends outcomes for NWT negotiating mandate and approaches to achieve such mandate, based on current national or international practices which address matters similar to NWT interests.
- Works with jurisdictional personnel and leads GNWT development and implementation of effective strategic communications or protocols that facilitate inter-jurisdictional or interagency communications and consultation related to



transboundary water stewardship matters, such as a prior notification and Consultation protocol for the Mackenzie River Basin.

**5. Manages section's staff and financial resources.**

- Manages the section's financial resources and takes or recommends corrective action as required to ensure adherence to financial authorities and budgets.
- Reviews and evaluates the section's operations and takes action to ensure goals and objectives are met.

**WORKING CONDITIONS**

**Physical Demands**

No usual physical demands.

**Environmental Conditions**

No unusual environmental conditions.

**Sensory Demands**

No unusual sensory demands.

**Mental Demands**

This position requires concentrated effort and attention to detail for the majority of the workday. This concentration is required in an environment with frequent interruptions and unexpected and competing demands.

The incumbent is regularly required to help groups find common solutions in situations where people are expressing strong opinions which may or may not be directly related to project being discussed. This creates significant stress and mental fatigue. Public and interagency presentations on complex and sensitive issues at diverse tables can lead to mental stress.

Out of town travel is required, approximately 6 times for year, for up to 3-4 days at a time.

**KNOWLEDGE, SKILLS AND ABILITIES**

- Knowledge of current science surrounding watershed protection and the sustainability of water resources.
- Knowledge of incorporating traditional and local knowledge to support decision making.



- Knowledge of current and emerging water stewardship approaches related to partnerships, bilateral agreements and multi-lateral discussions, including transboundary matters; integrated watershed management; sustainable development; and the energy sector.
- Knowledge of strategic planning and policy development theories and principles.
- Organizational, project management, risk assessment, analytical, negotiating and interpersonal skills to enable good judgment and consensus priority setting.
- Ability to develop positive external and internal relationships and partnerships.
- Ability to operate in a team environment demonstrating strong interpersonal, consensus building and negotiation skills.
- Ability to manage politically sensitive and controversial matters related to water stewardship, where tact and diplomacy are required.
- Oral and written communication skills, demonstrating an ability to express ideas and communicate effectively.
- Knowledge of computer software including word processing, database, presentation and electronic mail and communication programs.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

**Typically, the above qualifications would be attained by:**

Completion of a master's degree in geography, environmental or resource management, or interdisciplinary environmental science and at least five (5) years relevant experience in water stewardship, including governance matters and experience working with Indigenous governments and organizations.

Equivalent combinations of education and experience will be considered.

**ADDITIONAL REQUIREMENTS**

**Position Security** (check one)

No criminal records check required.

Position of Trust – criminal records check required.

Highly sensitive position – requires verification of identity and a criminal records check.

**French language** (check one if applicable)

French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION



Basic (B)  Intermediate (I)  Advanced (A)

READING COMPREHENSION:

Basic (B)  Intermediate (I)  Advanced (A)

WRITING SKILLS:

Basic (B)  Intermediate (I)  Advanced (A)

French preferred

**Indigenous language:** Select language

- Required
- Preferred